Claimant's Interview
(informed of policy/process, provides details of allegations, asked about witnesses and other evidence)

C is sent statement for review, comments, questions
C feedback reviewed/relevant incorporated

Respondent's 1st Meeting
(informed of policy/process, provided information regarding allegations)

Respondent's 2nd Meeting
(responds to allegations, asked about witnesses and other evidence)
R is sent statement for review, comments, questions
R feedback reviewed/relevant incorporated

Witness Interviews
(relevant witnesses identified by C, R, other witnesses or OIE. Informed of policy/process)

W sent statement for review and comment
W comments reviewed/relevant incorporated

Other Evidence Gathered & Reviewed
(provided by C, R, W or identified by OIE, such as social media, texts, emails, photographs, videos, etc.)

Preliminary Report sent to C and R for review, comments and questions
(contains all relevant evidence, including relevant portions of C, R and W statements and other evidence gathered)

C and R feedback reviewed, additional investigation as warranted

Additional Investigation Undertaken & Relevant Information Added to Preliminary Report

No Additional Investigation; No Relevant Information Added to Preliminary Report

Report Issued to OSCR, shared with parties. Sanctioning as appropriate

Appeal to External Reviewer/Accepted or Modified by VP Student Life

*The interviews and evidence gathering described above do not always occur in the order illustrated.*